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ABSTRACT

This bibliography contains every listing available, as of the summer of 1982, in the Industry and Child Care Resource Bank located at the Boulder Child Care Support Center at 2160 Spruce Street, Boulder, Colorado. Each entry is annotated. References thought to be excellent sources of information are indicated by a star placed in the left hand column. Order forms are included. (RH)

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INDUSTRY AND CHILD CARE RESOURCE BANK
(ICCRB)
ALPHABETICAL TITLE BIBLIOGRAPHY

This bibliography contains every listing currently available in the Industry and Child Care Resource Bank located at the Boulder Child Care Support Center at 2160 Spruce Street in Boulder, Colorado.

Each reference is annotated. Some are excellent sources of information and are starred in the left hand column. Others are marked within the annotation with an asterisk which signifies that that section is the important part of the resource. This bibliography can be used alone or in conjunction with the Industry and Child Care Resource Bank.

Separate bibliographies are also available through the Industry and Child Care Resource Bank within the following subject categories:

History of industry and child care programs

Legislation and public policy

The need for day care

Alternative child care models

Survey and assessment tools

Program evaluation and cost benefits

Tax and legal issues

Conference proceedings

Resource groups

Other bibliographies

The enclosed brochure on the Resource Bank has an order form printed on the back. For further information, call the Boulder Child Care Support Center at 441-3180. Longmont residents may dial 772-8110, extension 3180, toll-free.

Arlington Public Schools Extended Day Program, 1979-80. One page.

Description of extended day care in Arlington, VA - how it is run, how it is supported, cost. It has been in operation since 1969.

ASIAN Inc., Family Day Care Network: A Child Care Demonstration Program for Parents Working in San Francisco Hospitals. Preliminary report, October 1980, 25 pp. + appendix 12 pp.

A good explanation of the family day care program sponsored and implemented by this community-based development organization for San Francisco hospitals.

B1 3

Background Information on the Diversity of Child Care in Industry and Business. California Assembly Office of Research, January 1979, 4 pp.

Report of needs, models, examples of day care in industry, concentrating on California operations. Some statistics on women in the labor force and tax breaks.

Bibliography. 4 pp.

38 references.

Bibliography. 6 pp.

Six references with table of contents, one of which we have in our resource bank.

Bibliography. One page.

30 references.

Bibliography Compiled by Palo Alto Community Child Care. July 1979, 3 pp.

Twenty-four references, many that we have in our resource bank.

Fooner, A. "The Bottom Line on Day Care". Inc., May 1981, pp. 94-102.

Examples of two successful on-site day care programs of different origins - the Red Rope Industry's in PA center was formed to decrease absenteeism and turnover. Boston's Abt Associates Inc. responded to employees' demand.

Boulder County Manufacturing Employers. 29 pp.

List of companies in Boulder County. See file "local employer contacts".

Cooke, J. "Broadcasters Open Day Care Center". The Washington Post, March 27, 1980, one page.

Washington, D.C., radio-T.V. stations cooperatively support a 12-hour-a-day infant and child care center.

Business Day Care Resources

List of local businesses and agencies and contact persons knowledgeable on day care and industry. Good resources for persons wanting to know first hand what is being done.*
See file "local employer contacts".

"Business working with government for Business". Boulder County Private Industry Council, 2750 Spruce Street, Boulder, CO, 80302, 4 pp.

Pamphlet describing how government-sponsored programs can benefit business.

CAEYC Newsletter. January 1981, 4 pp.

Last page has contact person interested in cooperative effort in forming a clearinghouse for day care and industry.

"Can Day Care Work at Work?". Ms. Magazine, 1973, 2 pp.

This article speaks to the advantages of on-site, parent-run day care.

Krout, C. Care for the Child of the Off-Hour Worker.

Brief description of a proposed "round-the-clock" day care center - staffed by CETA workers in the San Francisco area.

A Case History: What Happened and Why. Twin Cities Area Child Care Center, 1974, 21 pp.

Plans and development of a child care center created for single mothers needing more income and to provide advantages to children enrolled. This high quality center was closed due to operating costs after five years.

"Caring for Children at a 24 Hour a Day Center". The PSIP Clearinghouse Showcase.

P.I.C. in Lincoln, Nebraska, cites the need for 24-hour care.

CETA Child Care Voucher Demonstration Project, 1981, 7 pp.

Forms and descriptions of a voucher program.

CETA Journey: A Walk on the Women's Side. U.S. Department of Labor, Women's Bureau, 1980, pamphlet #19, 36 pp.

A guide for women's groups on making full use of opportunities available under the Comprehensive Employment and Training Act.

CETA and Private Sector Job Creation. University of Wisconsin System Employment and Training Institute, Research paper #2, June 1980, pp. 39-42.

Description of project training CETA clients to be child care givers in a home day care model.

Child Care Assistance. The Food Foundation, Personnel Administration, January 1, 1976, 2 pp.

This policy statement indicates reimbursement plan to eligible staff for child care services.

Child Care, Business, Families. One page.

Brief discussion of need for child care and lack of adequate affordable care.

"Child Care Centers Come of Age at JPL". Star News, July 3, 1980.

Article describing a day care center started by Cal-Tech and JPL.

Child Care Centers Sponsored by Employers and Labor Unions in the U.S. U.S. Department of Labor, Women's Bureau, Washington, D.C., 20210, 1980, 10 pp.

☆ A comprehensive review of employer-sponsored day care centers. Different programs and settings are looked at as well as reasons for closing some centers. Interesting statistics on needs for parents.

Child Care: A Challenge for Industry. State Department of Social Welfare, August 1971, 41 pp.

☆ This report discusses absenteeism and turnover, use of sick leave, its higher prevalence among women and the costs to employers. They suggest child care problems contribute to the above and offer industry a problem-solving role in child care.

Child Care and Disabled Dependent Care. Department of Revenue Chapter 35 of Federal Publication #17, one page.

Tax information including form. Cover letter suggests specific Colorado application of the tax credit.

"Child Care in the 80's - Reaching Out to Business and Labor". Child Care Information Exchange, 3 pp.

This second part of a series reports on indirect services to employees like parent education, extension of sick leave for sick children as alternatives to on-site child care.

"Child Care and Family Benefits: Policies of Six Industrialized Countries". Monthly Labor Review, November 1980, pp. 23-28.

Discussions of child care programs in different countries to be used as a comparison to further U.S. planning. Political influences are considered.

Child Care in Federal Agencies. Women's Bureau, 1975, 16 pp.

Draft by Alliance for Child Care in Federal Agencies stating need and rational for federal agencies to become involved with day care. Examples of agencies that have begun are cited.

Child Care/Industries/Unions: The Complete Almanac. Kentucky Youth Research Center, Inc., February 1976, 134 pp.

Various articles related to child care in industries. Section on cost-benefit analysis by Mary P. Rowe (already a part of this resource bank). Models and their operational information are included.

"Child Care Investments". Children's Rights News, Fall 1980, 7 pp.

Magazine report on models in Reno and Sunnyvale and legislative trends in day care.

Kaufman, J. Child Care Issues: Consideration for Mountain Bell Involvement. Report of a study, January 1981.

Face sheet only included in this resource bank.

Clark, N. "Child Care: It Isn't Just for Mothers Anymore". Colorado Woman, November 1980, pp. 14-21.

Cites difficulties for both males and females in finding suitable day care. Some creative examples of solutions by parents and agencies in Denver, Colorado, are given. There is a section on legal considerations and rights of parents and responsibilities of care givers.

"Child Care Jump A Big One". The Denver Post. August 25, 1980.

This editorial by Colorado's first lady, Dottie Lamm, stresses need for "forward looking" men to join women in demanding day care in the workplace.

Child Care Needs Assessment for Cornell Employees. Task Force of Cornell University, 14 pp.

Description of work that went into compiling a survey for child care needs.

"Child Care Needs Assessment". Choices for the Children, 1978, 4 pp.

Confidential form on need for day care services.

Child Care Recommendations for Honeywell Employees. Honeywell Women's Task Force, July 1980, 48 pp.

Excellent report of a task force listing child care related problems as detriments to productivity and recommending practical steps to address the problem in terms of work-related options and child care-related options. Benefits, disadvantages, costs, and tax options are cited for each plan. A copy of their survey is included in appendix as well as a salary analysis and sliding fee scale.

"Child Care Services - Day Care". Human Services. Project Share, P.O. Box 2309, Rockville, MD, 20852, January 1981, 31 pp.

A bibliography of day care with several citations regarding industry. Also an alphabetical list of authors.

Child Care Services Provided by Hospitals. Women's Bureau, U.S. Department of Labor, Bulletin 295, 1970, 34 pp.

Analysis of results of a 1966 survey of hospital personnel, especially nurses, regarding child care services provided by hospitals.

Child Care Suppliers. 60 Shawmut Road, Canton, Massachusetts, 02021, 2 pp.

Correspondence stating availability of consulting services to set up day care centers with an outline of procedures.

"Child Care: Task Force Answers Common Questions". News (A newspaper for employees of Storage Technology Corporation). November 7, 1980. One page.

Helpful tips on child care in the Boulder, Colorado, area for employees.

Child Care Tax Credit, Wheelock College, Boston, Massachusetts, 4 pp.

Tax credit for parents is described and tax credits for industry is mentioned.

"Child Care Tax Credit Guide". Child Care Information Exchange, 2 pp.

Information in a question-answer format on tax credits for child care.

Child Care: A Thoughtful Investment. Children's Rights Group, 693 Mission Street, Suite 500, San Francisco, California, 94105.

A concise pamphlet informing businesses of need and benefits of child care for employees. Consultation is offered by this group.

"Child Care Where You Work". Ms. Magazine, April 1978, pp. 83-86.

A brief look at the need for day care, the history of industry involvement and the status of company child care today.

Child Care, Who Cares: Foreign and Domestic Infant and Early Childhood Development Policies. Basic Books, Incorporated, New York, NY, 1975, 7 pp.

Edited works on child care - who needs it - with sections on child care in the U.S. and other countries.

Ruderman, F. A. Child Care and Working Mothers, A Study of Arrangements Made for Daytime Care of Children. Child Welfare League of America Incorporated, 44 East 23rd Street, New York, NY, 10010, J-53, 1968, pp. 163-195 and 338-377. $7.50.

Statistics showing little difference in maternal attitudes toward and enjoyment of child rearing between working and non-working mothers. Narratives supporting "normalcy" of working mothers. Index includes survey questionnaire determining maternal attitudes.

"Child Care and the World of Work". Day Care and Child Development Council of America.

The author says we cannot separate work (industry) from day care in today's society. Mon Cochran, professor, Cornell University, Specialist in the Ecology of Child Care.

The Children's Mansion. 351 Riverside Drive, New York, NY, 10025, 2 pp.

Background and philosophy of center started as joint effort by Columbia University and workers in the area.

The Children's Village. Cambridge, Mass., 1981, 32 pp.

Profile (including financial statements) of a successful program run in conjunction with Abt Associates, Inc., as a non-profit tax exempt corporation.

"Children's World". Rocky Mountain Market World, 1980, one page.

Brief report on assets of this company.

Child Day Care Centers: The Facts, the Problem, the Solution. Sponsored by the Baltimore Regional Joint Board, Health and Welfare Fund, Amalgamated Clothing Workers of America.

Pamphlet describing a union-management enterprise implementing a day care program in a five state area with 70 employers contributing. The State Regional Board developed the program.

Child Welfare Research and Demonstration Grants Program. 1980.

Informational pamphlet on obtaining funds for child projects in 1980.

City of Austin: Employer Child Care Voucher Payment System Feasibility Project. Human Services Department, January 23, 1981, 30 pp.

This proposal supports the premise that unavailable child care affects employers as well as parents in an adverse way. The voucher payment system is advocated and guide for a feasibility study is explained. A six-month project plan is included.

Colorado Child Care Centers. Published by the Colorado State Department of Social Services, 1575 Sherman Street, Denver, CO, 80203, 50 pp.

List of licensed Colorado Day Care Centers by county, giving address, phone, director, ages served.

Colorado Commission on Women Task Force on Industry Based Child Care. Denver, CO, March 1980, 2 pp.

List of members and resources for industry-based child care.

Colorado Day Care Cost Benefit Ratios. Colorado Child Care Coalition, 1979/80, one page.

Comparison of day care cost per family with Welfare costs (ADC inclusive of Medicaid) of non-working recipients in Colorado.

Colorado State Employees Child Care Survey. 1981, 2 pp.

Copy of survey sent out to Colorado State employees asking opinions on a state-sponsored child care center.

Community Solutions for Child Care, Report of a Conference. U.S. Department of Labor, Women's Bureau, August 1979, 105 pp.

Report of a conference jointly sponsored by the National Manpower Institute, the National Commission on Working Women, and the Women's Bureau of the Department of Labor. Participants shared different solutions to the day care problem. Direct and indirect subsidies are listed. A summary of the Family Circle Child Care Need Survey is included (1979).* Suggestions are given for business support of day care. Tables show methods of child care of U.S. families.

"Companies and Community Action - Think of it as an Investment, Advocate Urges". Houston Chronicle, November 6, 1974.

Discusses merger of business and government for community day care project.

Companies Operating Day Care Centers. Women's Bureau, 3 pp.

List of companies with data on number of female employees, date center opened, capacity, eligibility, number enrolled days, hours, staff, etc.

Conference Proceedings.

This resource bank contains materials from conferences and meetings. Includes a list of participants.

Control Data and Northside Development Center. Copyright 1976 by the Trustees of Simmons College, 30 pp.

This article follows the progress of the Northside Development Center from a non-profit organization to an independent parent-sponsored corporation of various funding sources. There are indexes of financial operations and costs, and organizational charts and results of an evaluation of turnover and absenteeism rates.

The Corning Story: Solving the Puzzle of Industry Sponsored Day Care. Corning Children's Center, P.O. Box 11, Corning, NY, 14830, 1981, 14 pp.

Overview of Corning's Children's Center from inception to implementation with practical advice on what to expect and why Corning's center works.

"Corporate Child Care Has Finally Come of Age". Minneapolis Tribune, January 11, 1981.

Report of success of Zale's child care center in Dallas, Texas.

Corporate Responses to Child Care. Colorado Commission on Women, Denver, CO, 4 pp.

Guide for companies interested in becoming involved in child care.

Corporations and Child Care: Profit Making Day Care, Workplace Day Care and a Look at the Alternatives. Women's Research Action Project, 1974, 20 pp.

A look at the negative side of day care for profit.

Council for Revitalization of Employment and Industry. Annual Report, April 1980, p. 11.

Brief description of Children's Village in Philadelphia, a central day care facility shared by the employees of the garment industry.

Creative Partnerships for Child Care. 363 East Villa Street, Pasadena, CA, 1981.

Child care information service wanting to raise the level of awareness and involvement among local employers regarding child care needs of working parents. Table of contents includes: survey, step-by-step towards implementation, statistics.

Wagner, M., Wagner, M. The Danish National Child Care System. Westview Press, Boulder, CO, 1976, pp. 31-37, 57-59, 87-91, 114-116, 134-136, 162-163, 178-183.

Selected excerpts from this book subtitled "A Successful System As A Model for the Reconstruction of American Child Care" describing implications for the U.S.

Day Care. Information sheets prepared by Rae Gray of the C.U. Women's Studies Program, 6 pp.

Answers to questions by parents regarding day care concerns and resources in Boulder, CO.

Day Care. Memo from Boulder County, May 27, 1980, one page.

List of programs using industry involvement. List of contact people at these programs.

"Day Care Center Gives Children a 'Better Way'". Boulder Sunday Camera, August 17, 1980, one page.

Description and history of Boulder Day Care Nursery.

Levine, J. Day Care Challenges and Opportunities in a New Decade: Building Family Strengths, May, 1981.

Tape cassette by noted day care parent speaking in favor of industry becoming involved in day care. He cites examples of working models.

Day Care and Child Development Reports. April 20, 1981, one page.

Brief report on the San Francisco Family Day Care Network which provides day care services to agencies.

Keyserling, M. "Day Care: Crisis and Challenge". Childhood Education, November 1971, pp. 59-67.

Report on a Women's Bureau survey on day care conditions - some very poor. Urges new approaches and legislation.

"Is Day Care Dead". Human Resources, August 15, 1980, 6 pp.

Different approaches are suggested to industry including subsidizing expenses, a consortium center, contracting with a professional day care provider, starting an on-site non-profit center. Successess and failures and the reasons are cited.

Yurman, J. "Day Care During the Post World War Two Years". Employer Supported Day Care, M.S. Thesis, Colorado University, 1979, pp. 17-36.

Day care from 1945 to the present. Union involvement, management involvement, types of alternatives for employer involvement.

"Day Care: Facts and Fallacies". Day Care and Child Development Council of America, Volume II, #5, pp. 17-20.

Question-answer format addressing common concerns regarding day care. Tells it like it is.

Day Care: Facts and Figures. Day Care Unit, Boulder County Department of Social Services, 1980, one page.

Short report on Boulder statistics as well as national regarding need for more day care services.

"Day Care: Juggling Careers and Children, Viewed from Here and Abroad." Washington Post, January 5, 1981, one page.

Article challenging U.S. child care as it presently stands inadequate compared to European systems.

Day Care Licensing. Boulder County Department of Social Services, June 1981, 2 pp.

Steps for day care licensing. Pertinent regulations for day care homes.

Hofferth, S. "Day Care in the Next Decade: 1980-1990". Journal of Marriage and the Family, August 1979, pp. 649-657.

Statistical projection shows need for more day care services while other factors could lessen the need. Public attitudes and policies are discussed. Nice reference list.

Kleinman, C. "Day Care Output". Day Care and Early Education, September, 1973, pp. 27-30 and p. 62.

Five pages describing Illinois Bell's family home program as a specific solution as well as other solutions conforming to different company situations. The author shows that day care is not a profit-making proposition, but important to business and labor.

"Day Care Quandry". Bulletin to Management, publication by the Bureau of National Affairs, September 22, 1977, one page.

Brief comment on why company sponsored centers are being abandoned and why some have succeeded.

"Day Care Remains Fragile Issue". Daily Camera, February 17, 1980, one page.

Status of day care and business in Boulder Valley.

Lucas, F. Day Care Research. J.C. Penney Company, March 8, 1972, 42 pp. and appendixes.

Comprehensive (but out-dated) overview of day care needs, programs, government involvement, research. Many studies are cited and the bibliography includes 146 listings! (54 are annotated). The body of this study is an investigation of day care services provided by business; with questionnaires, analysis of data, results, implications, conclusions. Practical organization of data, including steps taken in developing day care centers, administration, staff, program acceptance.

Milkovich, G., Gomez, L. "Day Care and Selected Employee Work Behaviors". Academy of Management Journal, Volume 19, March 1976, pp. 111-115.

Report of actual research showing absenteeism and turnover an indirect function of employees using day care facilities on the premises at Northside Child Development Center.

Day Care Services: Industry's Involvement, Women's Bureau, U.S. Department of Labor, Bulletin 296, 1971, 33 pp.

Statistics regarding women in workforce (1970), companies with day care centers, union involvement - a review of the state of day care and industry from pre-World War Two to 1971

Day Care Study Discussion. Memo on PIC metting on day care. March 18, 1980, 2 pp.

Recommendations of PIC involvement and future action are outlined and statistical information enclosed regarding Boulder County. See "PIC" file.

"Demand for Child Care Soars, Yet Companies Crawling Along", San Francisco Business Journal, August 4, 1980, pp. 18-24.

Pros and cons of child care in industry are discussed, the usual patterns of companies in establishing programs with the alternatives and examples. Companion article considers problems of running a private day care center.

Designing a Feasibility Study: A Starting Point for Considering New Management Initiatives for Working Parents. Prepared by Dana E. Friedman for the conference on New Management Initiation for Working Parents. Boston, MA, April 1981, 9 pp.

Outlines the process for management beginning to consider implementation of child care services for their employees. A practical but non-comprehensive guide to assessing employees needs, noting that traditional data collection measures may need to be altered.

To Develop a Pilot Industry/Child Care Program Initiated by the Private Industry Council in Boulder County. 4 pp.

Outline of goals and objectives for establishing involvement of industry in child care needs in Boulder County through CETA. See "PIC" file.

DMV Child Care Development Center, Inc., 2415 First Avenue, Sacramento, CA, 95809, 6 pp.

This center services state offices with on-site day care. Describes how it came about.*

Nollin, S. "Does Flextime Improve Productivity?" Harvard Business Review, September-October 1979, pp. 4-8.

Research on productivity and flextime in the private sector.

Dollars and Sense: Employer Sponsored Child Care. Edited by Jane Douglas, 1976, ERIC, 359 pp.

☆ Summary only of a comprehensive feasibility study in Nevada for employees of resort hotels and labor unions. Gives information for industry including tax benefits, reports from successful companies, how-to suggestions. The resource bank has pp. 1-11.

Downtown Day Care: Historical Sketch. 1978, pp. 1-6.

Story of St. Louis' Downtown Day Care, a not-for-profit corporation, representing an alliance of businesses, child care professionals and working parents.

Eastern Rio Blanco County Day Care Situation. Child Care Committee of Meeker, Colorado, 1980, 3 pp.

Survey showed not enough need at the present time although the community is rapidly expanding.

Rinaldo, D., Callihan, D., Worley, S. "Education Teams with Industry". Childhood Education, January 1974, pp. 139-142.

Industry's role in community well-being is discussed. TRW Corporation in Houston combined with government funds and educational know-how instituted the Urban Affairs Child Development Center, described in this article. Good discussion on a unique concept.*

The Effect on Child Care on Employee Absenteeism, Turnover, Recruitment and Performance. Prepared by Creative Partnerships for Children, one page.

☆ Statistics supporting day care in positively affecting turnover rates, absenteeism, and recruitment.

The Employee Assistance Program. Its History and How It Operates. Prepared by S. Duvall, Life Extension Institute, Control Data Corporation, 2 pp.

Description of the mutually advantageous EAP to management and unions.

Employer/Child Care Projects. Report of a conference on Management Initiatives for Working Parents, Boston, 1981, 2 pp.

Two day care providers are examined in detailed chart. Others are cited and optional services noted.

"Employers and Child Care Update - A Solution in Search of a Problem". Child Care Information Exchange, July/August 1981, pp. 10-16.

Fourth of a series of articles, (this one by Dana Friedman), on employer-related child care. Provides commentary on the status of the above in view of financial and governmental trends and addresses consultants in the field regarding coordination and sharing expertise. Has mailing list for further sources of information.

Employers' Contribution to Child Care Information and Referral. Pre-school Association of the West Side, New York, NY, November 14, 1977, 3 pp.

Newsletter of group successfully seeking contributions from employers for child care services.

Fairchild Child Care Survey, Summary Report. 8 pp.

Interesting outcomes of a survey done in California in March 1979, with recommendations. Copy of questionnaire included.

Family Day Care Network. Workshop by Karen Marsh and informational packet, total 30 pp.

Demonstration CETA model* of day care service to industry providing training to keep centers open during non-traditional hours. Good example of child care consultation and implementation. Explanation of this day care provider in operation.

Federal Agencies in Day Care. U.S. Department of Labor, Women's Bureau, June 1978, 2 pp.

Memo on trend of federal agencies' involvement in day care.

"Federal Child Care Centers: A Plus for Employees and Their Agencies". Women in Action, May 1979, 4 pp.

Describes the first federal interagency child care center in Boston, a private non-profit, tax exempt organization.

Federal Child Care Legislation, 1976-78. Department of Labor, Women's Bureau, February 1979, 6 pp.

Funding legislation, especially Title XX, and the tax credit (not deduction) Reform Act and other child care related deductions are reviewed.

Final Report to Boulder City Council from the Task Force on Women and Child Care. September 1974, 1-71 and 1-37 pp.

Section on child care in Boulder (second part, pp. 13-14). Child care is mentioned as needs of employed women. Survey form for day care needs included.

First Annual Progress Report, Task Force for the Care of the Sick Child. Santa Clara Health Department, December 5, 1979, 11 pp.

Results of a survey and study particular to children in day care who are sick.

On the Fringe of Benefits: Working Parents and the Corporation. Center for Public Resources, 680 5th Avenue, New York, NY, 10019, 1981, 29 pp.

Speaks specifically to business about options to help with child care problems.

Flexible Benefits. American Can Company, 1981, one page.

Sample form employees fill out in choosing their benefits.

Forney Child Development Center. Forney Engineering Co., Carrolton, TX, 1979, 28 pp. total.

Brochure describing the Forney Development Center opened in 1973.

Funding Sources for Day Care. November 1977, 3 pp.

A guide to organizations and funding sources for Colorado with contact addresses.

1980's - The Future of Child Development. National Association for the Education of Young Children, Annual Conference, November 21-24, 1980, 72 pp.

Conference program and list of participants.

"Getting Involved with Child Care: Policy Guide". Bulletin to Management, 1981, one page.

Outline of Senn - Perry's work on Child Care at the Workplace - options and cost analysis section. See our resource bank for original.

"Good Business". The Houston Post, September 15, 1979, one page.

Praise for industry underwriting child care for the community (Urban Affairs Corp. in Houston).

Guidelines for Employer/Labor Involvement in Child Care Services, 1980, 5 pp.

Lists processes to begin involvement and various forms of involvement as well as cost analysis and funding sources sections. A pretty good general overview in outline form.

Guidelines for Establishing Day Care Centers Under Public Law 94-482, 1975, 8 pp.

☆ Practical guide for establishing day care centers. Gives proposal narrative.* Includes sample budget for infant care.*

A Guide to Seeking Funds from CETA. U.S. Department of Labor, Women's Bureau, 1979, 22 pp.

Steps in the process of applying for CETA funds.

Greater Minneapolis Day Care Association Newsline. October-November, 1979, 4 pp.

Includes report of a conference on business and child care as well as other child card related news.

Hollywood Presbyterian Hospital Provides Child Care for Employees. One page.

Brief description of Los Angeles' Hollywood Presbyterian's day care center.

"How Child Care Works Abroad". Boston Globe, 1981, 3 pp.

Reprint of newspaper article describing France, East Germany, and Sweden's approaches to child care.

Heatherwood-Gunbarrel Survey, 1980, 8 pp.

Survey questionnaire and results of Boulder's Gunbarrel Survey of Neighborhood Interests (Child care interest was relatively low).

"Here's a Plan for Choosing the Right Day Care Center". Rocky Mountain News, December 29, 1980, one page.

Suggests what to look for in a day care center.

"Hidden Employee Turnover Costs Hit Hard". Denver Business World, December 24, 1979, one page.

Considers indirect and unquantifiable costs of turnover and productivity.

Hints for Planning Day Care. March 1971, one page.

Some words to the wise about day care from the experience of MIT in Boston providing day care slots for its employees.

Schweinhart, L. High Quality Early Childhood Programs for Low Income Families Pay for Themselves. Research Report of High/Scope Educational Research Foundation, Ypsilanti, Michigan, 1980, 2 pp.

Discussion of benefits to children and parents of low income status of pre-school using data from the Perry Pre-school project.

History of Palo Alto Educational Systems, Inc. and Description of Preschool Program, 6 pp.

This company runs day care centers and consults with industry (list of projects is given). It has developed an infant toddler program. A good example of day care as a business.*

The History of Texas Child Care, '76 Inc., 1976-78. Summary of speech by Marie Oser, State Conference of the Texas Council on Family Relations, April 6, 1979, 35 pp.

History and outcome of the Texas Child Care '76 group developed to provide a voice for children. Public Policy Summary included.

Improving Services to Young Parents Through CETA. U.S. Department of Labor, Employment and Training Administration, 1980, 64 pp.

Facts on CETA training program - availability to day care operators.

Industrial Child Care. Task Force on Industry-Based Child Care. Colorado Governor's Commission, 1979, 3 pp.

Informational booklet on benefits of industry-based day care and suggestions for success.

Industrial Child Care. Urban League of the Pikes Peak Region, Child Care Department, Industrial Child Care Project, 7 pp.

Paper outlining the benefits of day care to industry.

Industrial Day Care Resources. Prepared by Colorado Commission on Women Task Force on Industry-Based Child Care, March 1980, 3 pp.

List of members and resources pertaining to industry locally and nationally (2 references).* This package contains some pertinent articles on tax, need, and day care. See file "local employer contacts".

"Industrious Corner". Manpower, June 1975, 2 pp.

Article reprinted from the Houston Post. Another review of the industry-community involvement of Texas Urban Affairs Corporation.

Industry and Child Care. Prepared by Boulder Child Care Support Center, 1979, 4 pp.

Discussion in outline form of need for day care and options for business.

Industry and Day Care. February 1972, 2 pp.

Report on Women's Bureau 1970 survey of industries involved in child care.

Industry and Day Care. Urban Research Corp., 1970, 88 pp.

Proceedings of a conference on industry and day care. Five models are listed including company-community programs. Franchise arrangements are mentioned. Appendix includes Analysis of Legislation and Costs of different types of day care - may be obsolete.

Industry and Day Care II. Proceedings of Second National Conference on Industry and Day Care, 1972, 60 pp.

☆ Includes 17 ways business can become involved in day care. *Page 12. A chart comparing successful industry-sponsored programs. Unfortunately, data is old (1972). There is also a section on applying for funding. A good section on research and an annotated bibliography of 54 citations.

Industry and Day Care: Issues and Alternatives. Conference Report, Louisville, KY, September 30, 1977, 30 pp.

4-C's, League of Women Voters, and Kent School of Social Work offer minutes of the conference of speakers representing various aspects of industry-based day care.

Industry's Share in Day Care. Association in Childhood Education International, 1971, 24 pp.

Ideas are given on ways industry can contribute to the community's children as a way of ensuring a better future. Existing models are cited, also options (like school programs), contributions, participating in community planning.

Industry Sponsored Child Care: A Question of Productivity. Texas International Commission, June 1977, 18 pp.

☆ Study of productivity-related benefits of day care in industry. Includes cost factors of child care in one center in Texas and suggestions on options (non-profit status for example).

Infant Care Survey. April 1979, 3 pp.

List of infant and infant/toddler care centers in San Jose area.

"Investing in Motherhood". Money, April 1981, one page.

Brief report on stock market value of two day care chains.

Investment Perspectives. Arcus Research Corporation, New York, NY, 1980, pp. 2-6.

Good statistics on working mothers with children and projected need for day care.* Children's World and Kinder Care are analyzed as investments.

"Joan Lunden is Blazing a Trail of Corporate Child Care Options". The Boston Globe, 2 pp.

Another option for child care and industry.

"A Job for Every Welfare Mother, but What About the Kids?" National Journal, March 4, 1978, pp. 341-344.

The government sees day care for working welfare mothers as welfare reform.

"Job and the Family: The Walls Come Down". U.S. News and World Report, June 16, 1980, pp. 57-58.

This report gives examples of industry centers that work. Day care as an employer benefit.

Kathy Kredel Nursery School and Kindergarten Questionnaire. August 1979, pp. 51-56.

Part of a package prepared by Creative Partnerships for Child Care, Pasadena, California. Includes insurance needed for on-site day care.* Also has resource list.

Labor Force and Child Care Statistics. One page.

1940-1980. Interesting and varied statistics regarding women, family, children.

Labor Force Participation Men and Women 25-30 years of age. Bureau of the Census.

Projection of labor force composition to year 2000.

Labor Force Statistics. Prepared by Creative Partnerships for Child Care from Bureau of the Census data, 1979, one page.

☆

Easily readable data showing women working and children needing child care.

Labor's Stake in Child Care. Day Care and Child Development Council of America, Inc., January 1973, 26 pp.

Report of this conference in Chicago, October 7, 1972. Recommendations to labor and management are made.

"Learning (On the Job) to be Parents". Boston Sunday Globe, January 8, 1978, one page.

New England Mutual Life Insurance Co. in Boston supports a parent training course as a child care benefit.

Legislative Counsel's Digest. July 28, 1980, 39 pp.

California's Senate Bill 863, Child care and development. The legislative document.

Levi Strauss and Co. and Day Care Programs.

After involvement with the day care question since 1975, Levi Strauss concludes family day care is the best alternative. Their idea would include a network of family homes connected with one day care center.

Local Employer Contacts.

This resource bank has several lists of businesses in the area - some have shown an interest in child care issues. See "Resources" file.

Local Union Guide for Establishing Child Care Centers. Leadership Training Project for Union Minorities/Women, 1979, 7 pp.

☆

A practical guide specifically to unions to bargain with management for day care, i.e., giving contract language. This gives resource listings.

Looking for Day Care? CSU Extension Service, Jefferson County, 1975, 2 pp.

Questions answered about day care. What to look for in a day care center.

A Look at Employer Supported Child Care. Bananas Handout, 8 pp.

Options for employer involvement. Guide to develop employer-supported child care.*

Major Energy Companies Located in Denver. 2 pp.

List.

"Major National ACYF Study Reports on Family Day Care". Children, Youth, and Family News.

Statistics are provided after a four-year study by the National Day Care Home Study.

Lindeman, T. Managerial Success in Child Care Centers. January 1980, 42 pp.

Thesis paper explores reasons for high turnover of staff in day care centers and gives practical advice for directors in transition. Situations were analyzed in terms of organizational theory. Interviews were conducted in Northern California.

"Many Corporations Looking at Benefits in a Family Way". Dallas Morning News, June 24, 1980, one page.

Work benefits-options that address child care problems.

"Many Expect Baby Boom in 1980's. Daily Camera, December 22, 1980, one page.

Sylvia Porter gives statistics on rise in birth rate and implications for the job market.

"Maternal and Parental Benefits and Leaves". Monograph Series Center for the Social Services.

Order form for work by Sheila Kamerman of 70 countries providing work benefits to young families.

McDonnell Douglas Workers Set Pattern for Aerospace Industry. Union Publication. 1980.

Newspaper article from a union publication describing day care programs won by workers in the aerospace industry.

Minding the Children. Ford Foundation Assistance to Child Care Programs, March 1980, 20 pp.

Booklet describes the Foundation's involvement in in child care.

Minimum Rules and Regulations for Child Care Centers. Summary for Regulations for Large Day Care Center and Toddler Nurseries. Summary compiled by Sarah Fritz for Colorado Electric Optics, 4 pp.

Condensation of Regulations regarding building plans, construction, indoor and outdoor area requirements. For day care centers starting from scratch (including toddler age).* See also S file.

Minimum Rules and Regulations for Day Care Homes. Colorado Department of Social Services, 1575 Sherman Street, Denver, Colorado, 80203, February 3, 1977, 55 pp.

We also have September 30, 1975, copy.

Models for Employer Support of Child Care. Prepared by Creative Partnerships for Child Care, pp. 10-17.

Nice outline describing options and benefits. Could be used as handout for industry.

"Moms and Pops Get Break as Employers Sponsor Day Care". Wall Street Journal, May 9, 1980, one page.

Report on Wang Laboratories, Inc., Lowell, Mass., Day Care Center.

"Mountain Bell Studying Day Care". The Denver Post, June 4, 1980, one page.

Article exploring unmet need for day care in the Denver area and Mountain Bell's recognition of the problem.

National Campaign for Child Daycare for Working Families. March 13, 1981, 3 pp.

Network letter keeping members aware of trend in child care. This issue discusses proposed 1981 legislation on the Dependent Care Amendment Act expanding tax credit for work-related child care expenses.*

"National Day Care Study: Optimizing the Day Care Environment". Amer. J. Orthopsychiat., October 1980, 2 pp.

Research information on most effective day care environments - the child/teacher ratio is not as important as limiting the size of the child groups.

The Need and Benefits of Child Care in Energy Growth Areas. Colorado West Area Council of Governments, Box 351, Rifle, CO, 81650, 3 pp.

Commentary on expanding need for child care services in rural communities where energy projects have generated rapid growth. Individual as well as community benefits are cited.

Need for Child Care Services. Assembly California Legislature, Committee on Policy Research Management, April 24, 1980, 6 pp.

☆

A good review of California Child Care and Industry Legislation (and problems with that). Informative part of government incentives.

Needs Assessment of Company (How to). Compiled by Colorado Commission on Women Task Force on Industry-Based Child Care, May 1979, one page.

Step-by-step guide to conducting a needs assessment survey and possible recommendations.

Galinsky, E., Hooks, W. The New Extended Day Care That Works. Houghton, Mifflin & Co., Boston, 1977, pp. 1-5, 255-271.

Chapters on a realistic look at day care across the country and political aspects of day care included. School-related day care is discussed as well as conclusions drawn after their look at all types of day care.

"The New Interest in Corporate Day Care". The Wall Street Journal, Monday, April 20, 1981, one page.

Newspaper article reports on the comeback of interest in employer-sponsored day care. Some interesting statistics.*

"New Life for Flexible Compensation". Dun's Review, September 1978, 4 pp.

A status quo report on flexible benefits at American Can Company, with a pilot program soon to expand (as of 1978).*

"A New Look at the Day Care Controversy". Redbook, November 1978, 4 pp.

This article explores the problems of day care and makes suggestions for resolving them on the part of business, government, and community. A well-written, concise article.

New Management Initiatives for Working Parents. Conference, Boston, April 1981, 16 pp.

Conference schedule and list of speakers.

Nexus. A Business and Child Care Quarterly, Summer 1981, 4 pp.

Newsletter for day care and industry put out by Greater Minneapolis Day Care Association.

Northern California Coalition for Employer Supported Child Care.

Pamphlet of this California Network citing services offered and information available.

Northside Child Development Center 1977. Excerpt from the Northside Child Development Center 1977 Annual Report, 5 pp.

Report of a success story - a brief financial statement is given. Annual reports of 1972, 1973, 1975 are a part of this resource bank.

"Northside Day Care Unit a Child of Innovation". Chicago Tribune. February 10, 1981.

Good brief description of the Northside Family Day Care Association in Chicago, Illinois.

Northwestern National Bank of Minneapolis, 1976-1981, 10 pp. loose, booklet 31 pp.

Description of Northwestern Community Center Latch Key program set up in conjunction with Minneapolis Public Schools, Northwestern Bank, and Powderhorn Development Corporation. This is a before and after school program for working parents.* A 1981 budget is included.

"Novel Child Care Plan Under Study Could Open Jobs for Thousands". Valley Journal, July 11, 1979, 2 pp.

Report from the Silicon Valley of California on plans to establish day care centers for unemployed potential workers to whom day care is a problem.

On-Site Day Care, State of the Art and Models Development. Empire State Plaza, Agency Building #2, 12th Floor, Albany, NY, 1980, 2 books, 84 pp. and 20 pp., $10.

This study includes a fact sheet, a separate bibliography and bound report. The appendixes are informative and include a comparison between 9 open and 9 closed on-site centers. Includes Section 188 of the Revenue Act of 1971. A complete and recent research document.

An Overview - Working Mothers and Child Care. National Commission on Working Women, May 1980, 2 pp.

Press release showing statistics of 1970's on working mothers, one-parent families and child care.*

"A Palo Alto Preschool Day". Gazette, April 1979, 8 pp.

A newsletter on preschools out of Arizona. Published by Palo Alto Educational Systems, Inc.

"The Papoose Principle". Working Mother, May 1979, 3 pp.

Innovative employers and mothers who bring their children to work are portrayed in this article.

Pregnancy Discrimination Act: Interpretive Guidelines. NYC Human Resources Report, March 1979, 4 pp.

Outlines this law and answers questions regarding pregnancy disability.

Polka Dot Child Care Center. Denver Federal Center.

Brochure describing this center which gives priority enrollment privileges to Federal Center employees.

PIC (Private Industry Council)

This resource bank contains records of PIC meetings, memos, and some plans regarding day care in industry.

PIC, Child Care Task Force. Memo from Boulder Child Support Center, October 10, 1980, 5 pp.

Includes: day care needs assessment survey suggestions (forms attached), business contact list for day care information, list of goals for the task force, Boulder day care statistics.

Private Industry Council Child Care Task Force: Report and Recommendation. December 17, 1980, 13 pp. and handout, 2 pp.

Delineates need for day care services in Boulder County and states why PIC needs to address this need. Conference itinerary and bibliography included.

Private Sector Initiative Program. National Alliance of Business, Washington, D.C., January 12, 1980, 2 pp.

Letter to Boulder's PIC on employer-sponsored child care programs listing a CETA-sponsored program and two helpful references. See PIC file.

Profit (or Loss) From Business or Profession. Schedule C (Form 1040), Internal Revenue Service, 1980, 4 pp.

Sample form filled out to give an idea of the way to claim deductions in conjunction with "Statement of expenses related to day care business" form. (Filed under "T", Tax Incentives folder.)

Publications on Employer-Supported Child Care. Prepared by Creative Partnerships, 2 pp.

Bibliography.

Publications of the Women's Bureau. U.S. Department of Labor, Leaflet, September 1980, one page.

Includes a few listings on child care.

Rangely Area Child Care Center Survey. Prepared by A McLachlan, Western Colorado Rural Communities Program, August 1980, 5 pp.

Results of survey taken in Rangely to determine feasibility and need for a child care center there.

Records of Meetings and Correspondence

This part of the resource bank contains pertinent correspondence and minutes of several task force committees on the topic including the Colorado Commission on Women's Task Force.

Ferrar, H. The Relationship Between Working Mothers Job Satisfaction and the Child Care Arrangements. A thesis in Curriculum and Instruction, Pennsylvania State University, 1978, 170 pp.

Detailed research work which would be useful to employers asking how day care arrangements affect work performance. Many useful tables and statistics about working women.

Perry, K. A Report of Employer Sponsored Day Care in the U.S., University of Wisconsin, Milwaukee, 1978, 4 pp.

Fact sheet prepared from Perry's report on day care centers. Benefits, problems and recommendations are given as well as statistical information.

Research and Data Sources. Taken from "Community Solutions for Child Care" publication, August 1979, pp. 85-87.

List of agencies doing research on child care and contact persons.

Research Statistics: The Effect of Child Care Services on: Turnover, Absenteeism, Recruitment. Compiled by Creative Partnerships for Child Care, Pasadena, CA, one page.

Statistics showing positive effects of child care.

Resources

Besides these titles listed under resources, this bank has information on groups offering assistance on the topic.

Resources for Family and Child Care Educators. Toys and Things Training and Resource Center, Inc., 906 N. Dale St., St. Paul,MN, 55103, 8 pp.

Brochure describing books, films, training guides and workshops for day care providers.

Resources on Employer Sponsored Child Care from GAC, June 1981, 4 pp.

List citing 17 sources with mailing addresses.

"Results of Experimental Study on Flextime and Family Life". Monthly Labor Review, November 1980, pp. 29-32.

Research on effect of flextime on families with young children in terms of time spent with family.

Santa Clara CETA Private Industry Council, 2 pp.

Outlines CETA and industry project for child care.

Seminars, Workshops, Courses.

This resource bank keeps a file of conference type materials related to this topic.

Doers, V. Sick Child Care: Where Does the Buck Stop? October 1980, 4 pp.

☆ Report of a survey done in Boulder County of facilities for sick children and availability of working parents to them. A few workable suggestions are made. Data from the Volunteer and Information Center on child care requests is attached.

Pierce, W. "Should Business Mind Its Own Business?" Day Care and Early Education, September 1978, 5 pp.

Opposing views on day care as a business versus a service.

South Boulder Survey: Before/After School Care. 1979, 2 pp.

Questionnaire and results of survey assessing need for before and after school care.

Spotlight on Employer Supported Child Care. Conference, November 21, 1980, 4 pp.

Itinerary of this conference sponsored by Northern California Coalition for Employer-Sponsored Child Care and Creative Partnerships for Child Care. Useful lists of contacts.

Statement of Expenses Related to Day Care Business.

☆ Form compiled for more use on 1040 Schedule C Tax Form, showing depreciation schedule and business use computations. Helpful to show industry. (Filed under "T" tax incentives.)

"State Subsidized Child Care Services". State Government, Spring 1975, pp. 93-95.

Analysis and recommendation of day care centers in California.

Steelcase Child Care Information and Referral Service. 1980, 2 pp.

Pamphlet describing function of this I&R service in Grand Rapids, MI.

Stride Rite Children's Center: How We Do It. Stride Rite Corporation, March 1981, 13 pp.

Statement of purpose, policies, finances, and physical layout. Helps understand requirements for establishing an industrial/community day care center. We also have a 1976 report.

"Storage Technology: Home Grown Miracle Company". Daily Camera, 1978, one page.

Profile of Storage Technology Corporation in Boulder County.

1966 Study of State Employees Sick Leave Usage.

California's study showed increased sick leave time taken by women during child rearing years. Survey form included. Table shows women quit work more for family reasons.

Conley, S. R. Subsidized Day Care and the Employment of Lower Income Mothers, A Case Study. University of South Carolina, Ph.D. 1974, 118 pp. + questionnaire.

Labor supply data, day care and labor supply and the effect of free day care are studies in this technical research study. (In separate folder)

"The Subtle Revolution: The Most Important Report Ever on Working Women". Family Circle, October 9, 1979, 4 pp.

From the book "The Subtle Revolution: Women at Work" by the Urban Institute.

Summary of Business and Industry Interviews. A five-year perspective view on child care in Santa Cruz County, CA, July 31, 1975, 3 pp.

Responses to questions showed diverse attitudes toward company-sponsored day care.

Summary of Federal and State Tax Incentives Relating to Child Care. Prepared for the Bay Area Child Care Law Project, 5 pp.

List of incentives and disincentives and suggestions to employers. State laws are particular to California. Understandable review of the law. (Filed under "T" tax incentives.)

Summary for Regulations for Larger Day Care Center and Toddler Nurseries. Compiled by Sarah Fritz for Colorado Electro Optics, 1981, 4 pp.

Excellent summation of regulations in laymen's terms.

Sunnyvale Child Care Service Center 14 pp.

Brochure for parents and industry explaining services of this center. This a progressive, comprehensive program.

Sunnyvale Child Care Service Center. 13 pp.

Information for employers on support options for the Sunnyvale Child Care Service Center. One option for example is Care for the Sick Child.

Sunnyvale Child Care Service Center: A Comprehensive Employer-Supported Child Care Model. 4 pp.

Proposed model for comprehensive child care in Sunnyvale, California. There are five component parts to the program.

"The Superwoman Squeeze". Newsweek, May 19, 1980, pp. 72-79.

Portrayal of women in the marketplace, the problems of working and caring for children. Statistics from the Urban Institute, Washington, D.C.

Supplementary Child Care. Storage Technology Corporation Newsletter clippings, 2 pp.

Information on local child care. (Centers, taxes, choosing a center.)

Senn. - Perry, K. Survey and Analysis of Employer-Sponsored Day Care in the U.S. University of Wisconsin - Milwaukee, July 1978, 188 pp.

☆ Definitive research on the status of day care in industry by the foremost expert on the topic. Information for both parents and business. Required reading. Can be obtained through: University Microfilms International, Ann Arbor, MI, 48106, (313) 761-4700.

Survey Forms

This resource bank contains sample survey forms assessing day care needs.

Synertek Child Care Needs Assessment. Choices for Children, 1680 Alameda, San Jose, CA, January 1979, 31 pp.

☆ Adoption of a child care benefit program including vendor payment system and referral system were predicted by this survey. Methodically shows how to conduct and interpret survey. Well presented conclusions and recommendations. Survey form attached.

Task Force on Industry-Based Child Care - Mailing List. September 1980, 5 pp.

Local (Boulder - Denver area) task force members interested in day care in industry. Also meeting agenda December 3, 1980.

"Tax Allowances and Exemptions for Day Care". From Day Care Services: Industry's Involvement, U.S. Department of Labor, Women's Bureau, 1971, also 1972 and 1973, 6 pp. total.

An informational package of tax information. Charts showing a decrease in turnover and absenteeism of mothers using day care centers.

A Tax Credit for Child Care and Household Services. From Tax Publication #503, Child Care and Disabled Dependent Care, U.S. Internal Revenue Service.

Explanation of the tax credit (Tax Reform Act of 1976) and the amortization privilege (Tax Reduction and Simplification Act of 1977) are explained in an understandable way.

Tax Deductions for On-Site Child Care. Publication #535, U.S. Department of Revenue, November 1979, pp. 21-23.

Explanation of amortization of child care facilities and costs.

Some Tax Implications of Expenditures for Child Care by Employers. Memo from Business Information Systems. (Jose R. Alcorta, Business Tax Consultant), Austin, TX, 3 pp.

General statement of tax benefits.

Tax Incentives for Employer-Sponsored Day Care Programs. Chicago, Illinois, Commerce Clearing House, Inc., 1980, 21 pp.

Discusses different models and how business needs can be met under each. Tax benefits are compared in each model. Tax effects and day care fringe benefits as tax deductions for employers is also discussed. A must for anyone advising the business community.

Telephone Contacts for Data Users. Bureau of the Census, January 1979, pp. 88-91.

Telephone numbers and persons to contact regarding publications of the Census Bureau.

"Tender Love and Day Care". Manpower, June 1975, 4 pp.

Description of TRW, Inc.'s day care center operated for the community and funded cooperatively by business and federal funds.

Title XX Comprehensive Annual Services Program Plan. October 11, 1980 - September 30, 1981, 102 pp.

Plan out of the Colorado Department of Social Services disseminating Title XX funds.

Training for Child Care Work: Project Fresh Start. U.S. Department of Labor, Women's Bureau, 1979, 48 pp.

Describes a program using CETA workers for improving the competencies of child care givers.

Trends in Where the People in Boulder County are Working. 1970 and 1980, 2 pp.

Statistics on percentages of workers of Boulder Valley living in Boulder Valley or outside.

"TRW Day Care Program Aims at Preventing Unemployment". Washington Post, one page.

Describes funding of this industry-community-government venture.

Turnover Cost Analysis. Meredith Assocation, Inc., July 1978, one page.

List of costs in hiring.

"Tyson's to Establish Child Day Care Center". Tyson's Newsletter, January 1970, 2 pp.

Report on Tyson's Foods new (1970) day care facility for employees' children in Springdale, AR.

"Union Day Care: Meeting a Vital Need for ACTWU Families". Labor Unity, May 1978, 2 pp.

Report on ACTWU Child Care Center in Winchester, VA.

A Union-Sponsored Day Care Center: Amalgamated Child Day Care and Health Center. Sponsored by Chicago Joint Board, Amalgamated Clothing Workers of America, September 1972, pp. 1-20.

History and rationale behind involvement in day care centers in Chicago. Lists of ways unions can be involved in child care. Good reference for this kind of involvement (union).*

"V is for Voucher, Valuable, Viable". Day Care and Early Education, Summer 1979, pp. 18-21.

Voucher system is explained as used in Palo Alto Community Child Care, a corporation operating multiple centers and contracting to business.*

Letter from Vanderbilt Shirt Company, Ashville, NC, June 13, 1978, 2 pp.

Describes reason their center closed after seven years of operation.

Wang Laboratories Child Care Center, Inc. 1500 Rear Andover Street, Tewksbury, MA, 01876, 1980, 3 pp.

Optimistic letter and statement regarding newly created Wang Laboratories' Day Care Center.

"What Marlo Thomas Told Congress". Ms. Magazine, May 1979, one page.

Addresses need to prepare women to re-enter the marketplace.

"When Companies Care for the Kids". San Francisco Chronicle, September 23, 1980.

Article on benefits to industry providing day care services. Several successful models are mentioned including voucher programs, off-site centers, consortiums and cafeteria-style benefits.

"When Day Care Works". New York Times, 1979, 2 pp.

Description of Stride Rite's facility.

Rowe, M. "When the Employer Faces Day Care Decisions: Cost Benefit Analysis and Other Decision-Making Tools". Sloan Management Review, Spring 1973, pp. 1-9.

This article discusses cost benefit analysis of day care for employers - it gives step-by-step day care decision-making. This is a report for business and those who will consult to business in the establishment of day care centers.

"Where Day Care is Everybody's Business". Ms. Magazine, August 1979, one page.

Mentions the Downtown Day Care Center in St. Louis - a compromise between industrial child care and private centers.

Where's Momma? A Fact Sheet for Mothers Employed Outside the Home. Project of the Women's Study Program, University of Colorado, 80309, 1979, 7 pp.

Pamphlet addressing some common questions and fears of working mothers.

White House Conference on Families. 1980.

Gallup Survey Data supporting idea of giving tax advantages to companies having on-site day care.

"Who Cares for the Children". Christian Science Monitor, June 1981, pp. 1-12.

☆ Reprint of a series of articles on day care that appeared April 28, 29, and 30, and May 1, 1981, in this newspaper. A readable and up-to-date overview.

Who Cares for the Children. Annual report of the Child Care Coordinating Council of San Mateo County (4C) Mid-summer 1981, pp. 1-8.

Local newsletter of this successful consulting organization.

"Who's Minding the Kids?". West Michigan, March 1981, 3 pp.

Newspaper article explaining operation of Steelcase Referral and Information Service in Grand Rapids, MI.

The Women's Bureau: Working for Equality in Employment for Women. U.S. Department of Labor, Women's Bureau, Leaflet #1, 1979, 2 pp.

Brochure explains policies and objectives of the Women's Bureau.

"Women's Work: We Have to Share the Load". San Jose Mercury, March 5, 1981, one page.

Commentary on day care workers - the need for them to be better paid - a feminist issue.

Cochran, M., Broffenbrenner, U. "Childhood, Parenthood, and the World of Work". Work in America: The Decade Ahead, Work in America Institute Inc., Scarsdale, NY, May 24-26, 1978, 22 pp.

Article by two experts on childhood development states that the institution with the greatest influence over the American family in its child-rearing role is the world of work. Appeals to business' social consciousness. Proposes a conference model to get business as well as government involved.

Work and Families. A Report to Corporate Leaders on the White House Conference on Families, October 22, 1980, 9 pp.

Conference results reflect consensus that business address family issues including child care.

"Working Examples: Day Care on the Job". Human Behavior, January 1979, one page.

Report on Stride Rite's success, not necessarily financial, as a day care provider.

Work-to-Family Relationship Surveyed. Findings, a newsletter from Abt Associates, Inc., Fall 1980, 2 pp.

Results of a survey at Abt Associates and a survey model are discussed. Results favor day care.

Working Mothers. July 1981, one page.

Small article cites 14 companies offering benefits to workers who adopt children.

"Working Mothers in the 1970's: A Look at the Statistics". Monthly Labor Review, October 1979, pp. 39-49.

Statistics on single parent families, age of children as well as women in the labor force.*

Mead, M. "Working Mothers and Their Children". Childhood Education, November 1970, pp. 66-77.

Margaret Mead's recommendations regarding how to develop daycare to benefit children.

Working Mothers and Child Care. Colorado Commission on Women, 1980, 2 pp.

Pamphlet reporting on status of child care for working women in Colorado. Gives contacts for further information.

Working Mothers and Their Children. U.S. Department of Labor Employment Standards Administration, Women's Bureau, 1977, 11 pp.

Statistics on women in the workforce.

ADDENDUM

INDUSTRY & CHILD CARE RESOURCE BANK BIBLIOGRAPHY

1. "Advocacy: What's Happening." Cost Benefit Analysis. Child Care Information Exchange, April, 1979. Linda Eichengreen Sutton, 2 pages. Includes:
   Indicators of Effectiveness and Efficiency, Twyla Boe, C.D.S.S. 2 pages, Jan. 1979.
   Colorado General Fund Day Care Cost Benefit Ratios, Linda Eichengreen Sutton, 1 page.
   Day Care Pays for Itself, Linda Eichengreen Sutton, 1975. 1 page.

   Packet from Linda Eichengreen Sutton, Colorado Child Care Coalition.

2. Ameritrust of Cleveland, 900 Euclid Ave., Cleveland, Ohio, 44101, October, 1981. 3 pages.

   Outline of child care advice and referral for employees program and brochure: CARE.

3. Boulder Community Hospital. Preliminary Analysis. June, 1981. 8 pages.

   Summary of employee profile, summary of estimate of number of women with children, recommendations of Boulder Child Care Support Center.

4. The Child Care Coordinating Council of San Mateo County, Inc., 1838 El Camino Real, Burlingame, California, 94010. 3 pages, brochure, 2 pages.

   The "Expanded Child Care Referral" concept is a program of additional services not available to the public provided by a contract between 4C and each of the participating hospitals.

5. Child Care Equal Opportunity for Women, Clearinghouse publication No. 67, United States Commission on Civil Rights, June, 1981. Washington, D.C. 20425. 52 pages.

   Report includes Equal Opportunity for Women as a Federal Goal, Equal Opportunity and the Need for Child Care, Federal Care Programs and Policies and Educational Programs.

6. "Child Care Grows as a Benefit." December 21, 1981: Business Week, pages 60-61. 2 pages.

   Changes in the tax code are encouraging employers to provide day care plans.

7. Child Care Stress and the Workplace, Hamilton McCubbin, Ph.D. Nexus, Business and Child Care Project, Greater Minneapolis Day Care Association, 111 East Franklin Ave., Minn., Mn. 55404. Winter, 1982. 2 pages.

   Article covers four broad areas of social change: Changes in the role of women, changes in the role of men, changes in family and changes in the economy.

8. Child Care Survey: State of Utah. Pat Johnson, State Planning Coordinator's Office, Room 116, State Capitol Building, Salt Lake City, Ut., 84114. 2 pages, 1982.

   Survey for State Employees within Salt Lake County.

9. A Community-Based Approach to Quality Vendor/Voucher systems: Ruth Freis, Miriam Miller, 1979. State Department of Education, Educational Child Care Programs, Inc., Livermore, California. 19 pages.

   A model for a vendor/voucher system that allows choice for parents, private non-profit and proprietary child care programs.

10. "Company Day Care and the Bottom Line." Working Mother, October, 1981. 4 pages.

    A description of the Wang Child Care Center in Tewksbury, Mass. Discussion of future need for companies to install day care centers because of the increasing numbers of women in the work force.

11. Comprehensive Day Care Resources: A project of Louise Child Care Center, 165 Roup Ave., Pittsburgh, Pa. 15206. February, 1982. 2 pages and brochure.

    Project assists child care administrators, caregivers, parents and community leaders in adjusting to the changing environment of day care services.

12. Corporations and Two-Career Families: Directions for the Future. Catalyst Career and Family Center. 14 East 60th Street, New York, N.Y. 10022. 1981. 8 pages.

    Results of two national surveys including Corporate Survey. Implications for Corporations and Couples and Needs and Responsibilities of Two-Career Couples.

13. The General Mills American Family Report, 1980-81. "Families Strengths and Strains at Work." 87 pages.

    Report conducted for General Mills, Inc. by Louis Harris and Associates, Inc.

14. "Firms Search for Solution to Day Care." Rocky Mountain News, Sept. 1981. 1 page.

    Businesses check benefits to help with child care and consultant looks for an answer at Mountain Bell.

15. "The Future of Child Development." National Association for the Education of Young Children San Francisco, November, 1980. 72 pages. NAEYC, 1834 Connecticut Ave., N.W. Washington, D.C. 20009.

1980 Annual Conference: San Francisco, November 21-24, 1980.

16. "How Child Care Works Abroad." Boston Globe, 1981. 3 pages.

Child Care issues in East Germany, France and Sweden.

17. "Is There a Corporate Nursery In Your Future?" Tom Copeland, Minnesota Business Journal, 12-81. 6 pages.

Firms are responding with benefits such as child care assistance to help employees meet their needs.

18. "Mountain Bell Studying Day Care." The Denver Post. June, 1980. 1 page.

Judy Kaufman, 1980 Day Care Mother of the Year, provides Denver area Mountain Bell employees with day care referrals.

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